	MANAGERS			
	(Labor Units 02 & 03 assigned to the MP and MD pay plans)			
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE		DATE		
6/29/1990	4% COLA; 3% MIP	12/26/2003		
6/26/1992	5% COLA; 3% MIP	6/25/2004		
5/14/1993	4.5% COLA	10/1/2004	3% PARS	
6/25/1993	3% MIP	6/24/2005	3% COLA payable 7/22/2005	
7/1/1995	Hours increase to 36.25 (multiply annual salary by 1.0357143, round up result)	6/24/2005	3% PARS lump sum payable 7/22/2005	
9/29/1995	3% PARS	6/23/2006	3% COLA payable 7/21/2006	
7/1/1996	Hours increase to 37.5 (divide annual salary by 1.0357143, round down result and multiply by 1.0714286, round up result)	6/23/2006	3% PARS/lump sum payable 7/21/2006	
9/27/1996	3% PARS	6/22/2007	3% COLA payable 8/3/2007	
7/1/1997	Hours increase to 38.75 (divide annual salary by 1.0714286, round down result and multiply it by 1.1071429, round up result)	6/22/2007	3% PARS/lump sum payable 8/3/2007	
7/4/1997	3% COLA	6/20/2008	3% COLA payable 7/18/2008	
9/26/1997	3% PARS	6/20/2008	2.5% AI/PARS/lump sum payable 7/18/2008	
7/1/1998	Hours increase to 40 (divide annual salary by 1.1071429, round down result and multiply it by 1.1428572, round up result)	2009 - 2010	No Increases	
7/3/1998	3% COLA	2010 - 2011	No Increases	
9/25/1998	3% PARS	2011 - 2012	No Increases	
9/24/1999	3% PARS	2012 - 2013	No Increases	
1/14/2000	2% COLA	7/1/2013	3% COLA payable 7/7/2013	
7/14/2000	3.5% COLA	7/12/2013	Elimination of lump sum longevity payment to non-represented employees. For eligible employees, add annualized longevity (2 x exact amount of last longevity payment) to the annual rate.	
12/29/2000	3% PARS	9/6/2013	3% AI/PARS/lump sum	
	3% COLA	7/1/2014	3% COLA	
12/28/2001			3% AI/PARS/lump sum	
2002 - 2003	No Increases			
		1		

10/3/2003 3% COLA

	CONFIDENTIAL EXCLUSIONS				
	CONFIDENTIA (Labor Unit 03 Assigned to t				
EFFECTIVE					
DATE	TYPE OF INCREASE	DATE	TYPE OF INCREASE		
6/29/1990	4% COLA	12/29/2000	AI (1/1/2001)		
6/29/1990	AI (7/1/1990)	6/29/2001	3% COLA		
12/28/1990	AI (1/1/1991)	6/29/2001	AI (7/1/2001)		
6/26/1992	5% COLA	12/28/2001	AI (1/1/2002)		
6/26/1992	AI (7/1/1992)	2002 - 2003	No Increases		
12/25/1992	AI (1/1/1993)	10/3/2003	3% COLA		
5/14/1993	4.5% COLA	12/26/2003	AI (7/1/2003) delayed 6 months		
6/25/1993	AI (7/1/1993)	6/25/2004	AI (1/1/2004) delayed 6 months		
12/24/1993	AI (1/1/1994)	6/25/2004	3% COLA		
7/1/1995	Hours increase to 36.25	10/1/2004	Al (7/1/2004) delayed 3 months payable		
			10/20/2004		
9/29/1995	AI (7/1/1995)	4/1/2005	AI (1/1/2005) delayed 3 months payable 4/29/2005		
3/29/1996	AI (1/1/1996)	7/1/2005	AI payable 7/22/2005		
7/1/1996	Hours increase to 37.5	1/1/2006	Al payable 1/20/2006		
9/27/1996	AI (7/1/1996)	6/23/2006	3% COLA payable 7/21/2006		
3/28/1997	AI (1/1/1997)	7/1/2006	Al/lump sum payable 7/21/2006		
7/1/1997	Hours increase to 38.75	12/22/2006	Al/lump sum payable 1/19/2007		
7/4/1997	3% COLA	6/22/2007	3% COLA payable 8/3/2007		
9/26/1997	AI (7/1/1997)	6/22/2007	Al/lump sum (7/1/2007) payable 8/3/2007		
3/27/1998	AI (1/1/1998)	12/21/2007	Al/lump sum (1/1/2008) payable 1/18/2008		
7/1/1998	Hours increase to 40	6/20/2008	3% COLA payable 7/18/2008		
7/3/1998	3% COLA	6/20/2008	Al/lump sum (7/1/2008) payable 7/18/2008		
9/25/1998	AI (7/1/1998)	12/19/2008	Al/lump sum (1/1/2009) payable 1/16/2009		
3/26/1999	AI (1/1/1999)	4/8/2011	CA: AI (1/1/2011) delayed 3 months payable 5/6/2011. Employees @ the last step prior to this date shall receive a lump sum of \$750.00 payable 5/6/2011		
6/18/1999	AI (7/1/1999)	7/1/2011	CA: 2.5% COLA CR: 3% COLA		
12/31/1999	AI (1/1/2000)	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.		

1/14/2000 2% COLA 6/30/2000 AI (7/1/2000) 7/14/2000 3.5% COLA

2011 - 2013 No Increases

Continued on next page...

effect on June 30, 2011.

CONFIDENTIAL EXCLUSIONS				
(Labor Unit 03 Assigned to the CA, CR and CN pay plans)				

	(Labor Unit 03 Assigned to the CA, CR and CN pay plans)				
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE		
12/14/2012	The CN pay plan is established and mirrors the FD pay plan. All increases granted employees assigned to the FD pay plan shall apply to the CN pay plan. Refer to Item 1907-E for specifics.	6/27/2014	3% AI (7/1/2014)		
6/28/2013	AI/Lump Sum (7/1/2013)	6/27/2014	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)		
7/12/2013	CA, CR, CN pay plans change from step to range plans. Elimination of lump sum longevity payment to non-represented employees. Adjust salary of eligible employees: add annualized longevity (2 x exact amount of last longevity payment) to the annual rate. Future pay increases and salary plan changes: CA: same increases granted Administrative Clerical employees (refer to Item 1937-E for specific increase amounts, etc.) CR: same increases granted Administrative & Residual employees (refer to Item 1937-E for specific increase amounts, etc.)	7/1/2014	3% COLA		
8/26/2013	CA & CN: Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)	12/26/2014	3% AI (1/1/2015)		
8/26/2013	3% COLA	12/26/2014	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)		
12/27/2013	3% AI (1/1/2014)	6/26/2015	3% AI (7/1/2015)		
12/27/2013	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)		Continued on next page		

CN & CR: 2.5% base rate)

CONFIDENTIAL EXCLUSIONS (Labor Unit 03 Assigned to the CA, CR and CN pay plans)

	(Labor Offices 7 1551gifica to th
EFFECTIVE DATE	TYPE OF INCREASE
	Employees at or within 3% of the
6/26/2015	maximum rate prior to this date shall
0/20/2013	receive a lump sum payment of (CA: \$750,
	CN & CR: 2.5% base rate)
7/1/2015	3% COLA
12/25/2015	3% AI (1/1/2016)
	Employees at or within 3% of the
12/25/2015	maximum rate prior to this date shall
12/23/2013	receive a lump sum payment of (CA: \$750,
	CN & CR: 2.5% base rate)

	STATE POLICE				
	(NP-1 Labor Unit 05)				
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE		
DATE	111 2 01 INCNE/102	DATE	111 2 01 INCNE/IO2		
	AI (7/1/1990)		3% CBI		
7/13/1990	4% CBI		AI (7/1/2002)		
	AI (1/1/1991)		AI (1/1/2003)		
	AI (7/1/1991)	6/27/2003	3% CBI		
	5% CBI		AI (7/1/2003)		
	AI (1/1/1992)		AI (1/1/2004)		
5/14/1993		2004 - 2005	No Increases		
6/25/1993	AI (7/1/1993)	6/24/2005	3% CBI payable 7/22/2005		
12/24/1993	AI (1/1/1994)	7/1/2005	AI payable 7/22/2005		
	AI (7/1/1994)	1/1/2006	Al payable 1/20/2006		
	AI (1/1/1995)	6/23/2006	3% CBI payable 7/21/2006		
6/23/1995	AI (7/1/1995)	6/23/2006	AI (7/1/2006) payable 7/21/2006		
7/1/1995	3% CBI	12/22/2006	AI (1/1/2007) payable 1/19/2007		
12/22/1995	AI (1/1/1996)	6/22/2007	2% CBI SP-1, Steps 1-4 payable 7/20/2007		
6/21/1996	AI (7/1/1996)	6/22/2007	2.5% CBI SP-1, Steps 5-8 payable 7/20/2007		
7/1/1996	3% CBI	6/22/2007	3.25% CBI SP-1, Steps 9-11 payable 7/20/2007		
12/20/1996	AI (1/1/1997)	6/22/2007	3.5% CBI SP-3 & SP-4 payable 7/20/2007		
6/20/1997	AI (7/1/1997)	6/22/2007	AI (7/1/2007) payable 7/20/2007		
12/19/1997	AI (1/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008		
6/19/1998	AI (7/1/1998)	6/20/2008	3% CBI Entire NP-1 payable 7/18/2008		
11/1/1998	2% CBI	6/20/2008	AI (7/1/2008) payable 7/20/2008		
1/1/1999	AI (1/1/1999)	12/19/2008	Al (1/1/2009) payable 1/16/2009		
6/18/1999	AI (7/1/1999)	2009 – 2010	No CBI Authorized		
12/31/1999	AI (1/1/2000)	6/19/2009	AI (7/1/2009) payable 7/17/2009		
1/14/2000	2% CBI	1/1/2010	AI (1/1/2010) payable 1/29/2010		
6/30/2000	3.5% CBI	6/18/2010	2.25% CBI SP-1 Steps 1-4 payable 7/16/2010		
6/30/2000	AI (7/1/2000)	6/18/2010	2.5% CBI SP-1 Steps 5-8 payable 7/16/2010		
12/29/2000	AI (1/1/2001)	6/18/2010	3.5% CBI SP-1 Steps 9-11, SP-3 & SP-4 payable 7/16/2010		
6/29/2001	3% CBI	2010 – 2011	No Al Authorized		
	AI (7/1/2001)	7/1/2011	2.5% CBI for Entire NP-1 payable 7/29/2011		
12/28/2001	AI (1/1/2002)		Continued on next page		

STATE POLICE (NP-1 Labor Unit 05)

	1.00 = 2000
EFFECTIVE DATE	TYPE OF INCREASE
10/7/2011	AI (7/1/2011) delayed 3 months payable
	11/4/2011
4/6/2012	AI (1/1/2012) delayed 3 months payable
4/0/2012	5/4/2012
2012 - 2103	No Increases
9/20/2013	AI (6/30/2013) delayed 3 months
10/1/2013	2% CBI
3/21/2014	AI (12/30/2013) delayed 3 months
6/27/2014	3% CBI
6/27/2014	AI (6/30/2014)
12/26/2014	AI (12/30/2014)
6/26/2015	AI (6/30/2015)

	MAINTENANCE & SERVICE			
	(NP-2 Labor	-		
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE		DATE		
	AI (7/1/1990)	7/1/2002	3% CBI	
· ·	5% CBI		AI (1/1/2003)	
12/28/1990	AI (1/1/1991)		AI (7/1/2003)	
6/28/1991	AI (7/1/1991)	7/1/2003	3% CBI	
12/27/1991	AI (1/1/1992)	12/26/2003	AI (1/1/2004)	
6/26/1992	5% CBI	6/25/2004	AI (7/1/2004)	
5/14/1993	4.5% CBI	7/1/2004	3% CBI	
6/25/1993	AI (7/1/1993)	12/24/2004	AI (1/1/2005)	
12/24/1993	AI (1/1/1994)	2005 - 2006	No Increases	
			Employees at last step prior to	
5/10/1996	3% CBI	5/26/2006	7/1/2005 or at max receive lump sum	
			payable 6/23/2006	
	H		Employees at last step prior to	
7/4/1997	Hours increase to 37.5 Al(s) (7/1/1995,	5/26/2006	1/1/2006 or at max receive lump sum	
	1/1/1996, 7/1/1996 & 1/1/1997)		payable 6/23/2006	
11/21/1997	AI (7/1/1997)	6/23/2006	AI (7/1/2006) payable 7/21/2006	
			Employees @ the last step prior to this	
12/19/1997	1.5% CBI	6/23/2006	date shall receive a lump sum of	
			\$500.00 payable 7/21/2006	
5/22/1998	AI (1/1/1998)	7/1/2006	3.5% CBI payable 7/21/2006	
	AI (7/1/1998)		AI (1/1/2007) payable 1/19/2007	
	,		Employees @ the last step prior to this	
1/1/1999	1.5% CBI	12/22/2006	date shall receive a lump sum of	
			\$500.00) payable 1/19/2007	
5/21/1999	AI (1/1/1999)	6/22/2007	AI (7/1/2007) payable 7/20/2007	
5/10/1000	/=/4/4000	c /20 /200=	Employees @ the last step prior to this	
6/18/1999	AI (7/1/1999)	6/22/2007	date shall receive a lump sum of 2.5%	
			of their base salary payable 7/20/2007	
7/1/1999	4% CBI	7/1/2007	3.5% CBI payable 7/20/2007	
	AI (1/1/2000)		AI (1/1/2008) payable 1/18/2008	
	, (_, _, _ = 0 0 0)			
			Employees @ the last step prior to this	
6/30/2000	AI (7/1/2000)	1/1/2008	date shall receive a lump sum of 2.5%	
			of their base salary payable 1/18/2008	
7/1/2000	3.75% CBI	7/4/2008	3% CBI payable 6/5/2009	
	AI (1/1/2001)	7/4/2008	AI (7/1/2008) payable 6/5/2009	
,,	\ / -//	.,.,_500		
			Employees @ the last step prior to this	
6/29/2001	AI (7/1/2001)	7/4/2008	date shall receive a lump sum of 2.5%	
			of their base salary payable 6/5/2009	
7/1/2001	4% CBI	1/2/2009	Al (1/1/2009) payable 6/5/2009	
	AI (1/1/2002)		Continued on next page	
6/28/2002	AI (7/1/2002)	1		
0/20/2002	/ · · (/ / ±/ 2002)	I		

	AAANTENANCE O CERVICE			
	MAINTENANCE & SERVICE (NP-2 Labor Unit 06)			
EFFECTIVE	(14F-2 Labor	EFFECTIVE		
DATE	TYPE OF INCREASE	DATE	TYPE OF INCREASE	
DAIL	Employees @ the last step prior to this	DAIL	Employees @ the last step prior to this	
1/2/2009	date shall receive a lump sum of 2.5% of	6/27/2014	date shall receive a lump sum of 2.5%	
1/2/2003	their base salary payable 6/5/2009	0/2//2014	of their base salary	
7/3/2009	AI (7/1/2009) payable 7/31/2009	7/1/2014	3% CBI	
77372003	Employees @ the last step prior to this	7/1/2011	370 CD1	
7/3/2009	date shall receive a lump sum of 2.5% of	12/26/2014	AI (1/1/2015)	
,,5,2005	their base salary payable 7/31/2009	12, 20, 201	, (1, 1, 2010)	
	enen sase salary payable 1/32/2005		Employees @ the last step prior to this	
1/15/2010	AI (1/1/2010) payable 2/12/2010	12/26/2014	date shall receive a lump sum of 2.5%	
,,	(, _, _, , , , , , , ,	,,	of their base salary	
	Employees @ the last step prior to this		,	
1/15/2010	date shall receive a lump sum of 2.5% of	6/26/2015	AI (7/1/2015)	
, ,	their base salary payable 2/12/2010			
	3% CBI payable 7/30/2010	6/26/2015	Employees @ the last step prior to this	
7/2/2010			date shall receive a lump sum of 2.5%	
			of their base salary	
7/1/2011	2.5% CBI payable 7/29/2011	7/1/2015	3% CBI	
8/26/2011	Reduce base annual salary to rates in	12/25/2015	AI (1/1/2016)	
8/20/2011	effect on June 30, 2011.	12/23/2013	A(()/1/2010)	
			Employees @ the last step prior to this	
2011 - 2013	No Increases	12/25/2015	date shall receive a lump sum of 2.5%	
- 1 1			of their base salary	
6/28/2013	AI (7/1/2013)			
- / /	Employees @ the last step prior to this			
6/28/2013	date shall receive a lump sum of 2.5% of			
0/25/2012	their base salary			
8/26/2013	3% CBI			
	Eligible employees shall receive a lump			
	sum payment for the difference in			
8/26/2013	percentage between the July 2011			
	increase received and the wage increase			
	that would have been effective July 2013			
12/27/2012	(one-half of a percent or .005)			
12/2//2013	Al (1/1/2014)			
	Employees @ the last step prior to this			

12/27/2013 date shall receive a lump sum of 2.5% of

their base salary

6/27/2014 AI (7/1/2014)

	ADMINISTRATIVE CLERICAL			
	(NP-3 Labor Unit 07)			
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE	THE OF MORE/ISE	DATE	THE OF INCINEAGE	
6/29/1990	AI (7/1/1990)	12/29/2000	AI (1/1/2001)	
7/13/1990	4.5% CBI		AI (7/1/2001)	
12/28/1990	AI (1/1/1991)	12/28/2001	3% CBI	
6/28/1991	AI (7/1/1991)	12/28/2001	AI (1/1/2002)	
12/27/1991	AI (1/1/1992)		No Increases	
6/26/1992	5% CBI	7/11/2003	3% CBI	
5/14/1993	4.5% CBI	12/26/2003	AI (7/1/2003) delayed 6 months payable 1/23/2004	
6/25/1993	AI (7/1/1993)	6/25/2004	AI (1/1/2004) delayed 6 months payable 7/23/2004	
12/24/1993	AI (1/1/1994)	6/25/2004	3% CBI payable 7/23/2004	
9/29/1995	AI (7/1/1995)	12/24/2004	AI (7/1/2004) delayed 6 months payable 1/21/2005	
3/29/1996	AI (1/1/1996)	6/24/2005	AI (1/1/2005) delayed 6 months payable 7/22/2005	
4/26/1996	Hours increase to 36.25	6/24/2005	3% CBI payable 7/22/2005	
6/21/1996	Hours increase to 37.5	6/24/2005	AI (7/1/2005) payable 7/22/2005	
11/22/1996	AI (7/1/1996)	12/23/2005	AI (1/1/2006) payable 1/5/2006	
12/20/1996	2% CBI	6/23/2006	3% CBI payable 7/21/2006	
5/23/1997	AI (1/1/1997)	6/23/2006	AI (7/1/2006) payable 7/21/2006	
6/20/1997	Hours increase to 38.75	6/23/2006	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/21/2006	
11/21/1997	AI (7/1/1997)	12/22/2006	AI (1/1/2007) payable 1/19/2007	
12/19/1997	2% CBI	6/22/2007	3% CBI payable 7/20/2007	
5/22/1998	AI (1/1/1998)	6/22/2007	AI (7/1/2007) payable 7/20/2007	
6/19/1998	Hours increase to 40	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/20/2007	
11/20/1998	AI (7/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008	
1/1/1999	2% CBI	12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/18/2008	
5/21/1999	AI (1/1/1999)	6/20/2008	3% CBI payable 7/18/2008	
11/19/1999	AI (7/1/1999)	6/20/2008	AI (7/1/2008) payable 7/18/2008	
12/31/1999	AI (1/1/2000)	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/18/2008	
1/14/2000	2% CBI	12/19/2008	Al (1/1/2009) payable 1/16/2009	
6/30/2000	AI (7/1/2000)			
12/29/2000	3.5% CBI		Continued on next page	

		N.E. 61 ED: 3:		
	ADMINISTRATIVE CLERICAL (NP-3 Labor Unit 07)			
EFFECTIVE	(NP-3 LUBO)	EFFECTIVE	Π	
DATE	TYPE OF INCREASE	DATE	TYPE OF INCREASE	
57112	Employees @ the last step prior to this	57112		
12/19/2008	date shall receive a lump sum of \$750	12/26/2014	AI (1/1/2015)	
, -,	payable 1/16/2009	, , ,	(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
2009 - 2010	No Increases	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	
7/2/2010	2.5% CBI payable 7/30/2010	6/26/2015	AI (7/1/2015)	
10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750	
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 11/5/2010	7/1/2015	3% CBI	
4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	12/25/2015	AI (1/1/2016)	
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of \$750	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750	
	payable 5/6/2011			
7/1/2011	2.5% CBI			
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.			
2011 - 2013	No Increases			
6/28/2013	AI (7/1/2013)			
6/28/2013	Employees @ the last step prior to this			
0/20/2013	date shall receive a lump sum of \$750			
8/26/2013	3% CBI			
	Eligible employees shall receive a lump			
	sum payment for the difference in			
8/26/2013	percentage between the July 2011			
	increase received and the wage increase			
	that would have been effective July 2013			
	(one-half of a percent or .005)			
12/27/2013	AI (1/1/2014)			
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750			
6/27/2014	AI (7/1/2014)			
6/27/2014	Employees @ the last step prior to this	his		
0/2//2014	date shall receive a lump sum of \$750			

7/1/2014

3% CBI

	CORRECTIONS			
	(NP-4 Labo	or Unit 08)		
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE	TITE OF INCREASE	DATE	TIPE OF INCREASE	
6/29/1990	AI (7/1/1990)	1/11/2002	2% CBI	
7/13/1990	4.5% CBI	4/19/2002	40 hours (CP) for BOP only	
12/28/1990	AI (1/1/1991)	7/1/2002	AI	
6/28/1991	AI (7/1/1991)	7/12/2002	2% CBI	
12/27/1991	AI (1/1/1992)	1/1/2003	Al	
6/26/1992	5% CBI	1/10/2003	2% CBI	
5/14/1993	4.5% CBI	7/1/2003	Al	
6/25/1993	AI (7/1/1993)	7/11/2003	3% CBI	
12/24/1993	AI (1/1/1994)	1/1/2004	AI	
6/20/1997	AI (7/1/1997)	2004 - 2005	No Increases	
7/4/1997	Al(s) (7/1/1995, 1/1/1996, 7/1/1996 & 1/1/1997)	6/24/2005	3% CBI payable 7/22/2005	
12/5/1997	3% CBI	1/1/2006	AI (7/1/2005) delayed 6 months payable 1/20/2006	
12/19/1997	AI (1/1/1998)	1/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 6 months payable 1/20/2006	
6/19/1998	AI (7/1/1998)	6/23/2006	3% CBI payable 7/21/2006	
12/4/1998	3% CBI	7/1/2006	AI (1/1/2006) delayed 6 months payable 7/21/2006	
1/1/1999	AI (1/1/1999)	7/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 6 months	
9/24/1999	AI (7/1/1999)	10/1/2006	AI (7/1/2006) delayed 3 months payable 10/27/2006	
12/3/1999	3% CBI	10/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 3 months	
3/24/2000	AI (1/1/2000) delayed 3 months	4/1/2007	AI (1/1/2007) delayed 3 months payable 4/27/2007	
	AI (7/1/2000) delayed 3 months	4/1/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 3 months payable 4/27/2007	
12/15/2000	3% CBI	6/22/2007	3% CBI payable 7/20/2007	
7/1/2001	Al	6/22/2007	AI (7/1/2007) payable 7/20/2007	
	2% CBI	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 payable 7/20/2007	
1/1/2002	Al	12/21/2007	AI (1/1/2008) payable 1/18/2008	

CORRECTIONS (NP-4 Labor Unit 08)				
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE	
12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 payable 1/18/2008	2011 - 2013	No Increases	
6/20/2008	Al (7/1/2008) retroactive payable 2/27/2009	6/28/2013	AI (7/1/2013)	
6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 2/27/2009	6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	
7/4/2008	3% CBI retroactive payable 2/27/2009	7/1/2013	3% CBI	
12/19/2008	Al (1/1/2009) retroactive payable 2/27/2009	12/27/2013	AI (1/1/2014)	
12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 2/27/2009	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	
6/24/2009	2.5% CBI payable 7/17/2009	6/27/2014	AI (7/1/2014)	
1/1/2010	Al (7/1/2009) delayed 6 months payable 1/29/2010	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	
1/1/2010	Employees @ the last step prior to this date with a 7/1/2009 AI date shall receive a lump sum of \$750 delayed 6 months payable 1/29/2010	7/1/2014	3% CBI	
6/18/2010	Al (1/1/2010) delayed 6 months payable 7/16/2010	12/26/2014	AI (1/1/2015)	
6/18/2010	Employees @ the last step prior to this date with a 1/1/2010 AI date shall receive a lump sum of \$750 delayed 6 months payable 7/16/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	
6/23/2010	2.5% CBI payable 7/16/2010	6/26/2015	AI (7/1/2015)	
12/31/2010	AI (7/1/2010) delayed 6 months payable 1/28/2011	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750	
12/31/2010	Employees @ the last step prior to this date with a 7/1/2010 AI date shall receive a lump sum of \$750 delayed 6 months payable 1/28/2011	7/1/2015	3% CBI	
7/1/2011	Al (1/1/2011) delayed 6 months payable 7/29/2011	12/25/2015	AI (1/1/2016)	
7/1/2011	Employees @ the last step prior to this date with a 1/1/2011 AI date shall receive a lump sum of \$750 delayed 6 months payable 7/29/2011	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750	

PROTECTIVE SERVICES				
(NP-5 Labor Unit 09)				
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE	THE OF INCINE	DATE	THE OF MORE/ISE	
	AI (7/1/1990)	12/28/2001	• • • •	
7/13/1990	4% CBI	6/28/2002	3% CBI	
	AI (1/1/1991)	6/28/2002	AI (7/1/2002)	
	AI (7/1/1991)		AI (1/1/2003)	
	AI (1/1/1992)	6/27/2003	3% CBI	
	(7/12/1991 Pay Plan reinstated)	6/27/2003	AI (7/1/2003)	
5/14/1993			AI (1/1/2004)	
	AI (7/1/1993)	2004 - 2005		
12/24/1993	AI (1/1/1994)	6/24/2005	3% CBI payable 7/22/2005	
7/7/1995	1.5% CBI; Hours increase to 36.25	12/23/2005	AI (7/1/2005) delayed 6 months payable	
7/7/1333	1.5% CBI, Hodi's mercuse to 30.25	12/23/2003	1/20/2006	
9/29/1995	AI (7/1/1995)	6/23/2006	AI (1/1/2006) delayed 6 months payable	
		0, 23, 2000	7/21/2006	
3/29/1996	AI (1/1/1996)	6/23/2006	3% CBI payable 7/21/2006	
7/5/1996	1.5% CBI; Hours increase to 37.5	9/29/2006	AI (7/1/2006) delayed 3 months payable	
7,3,1330	1.370 CBI, 110d13 IIICI Case to 37.3	3,23,2000	10/27/2006	
9/27/1996	AI (7/1/1996)	4/1/2007	AI (1/1/2007) delayed 3 months payable	
3/2//1990	7.1. (77 1) 1330)	1, 1, 2007	4/27/2007	
			Employees @ the last step prior to this	
3/28/1997	AI (1/1/1997)	4/1/2007	date shall receive a lump sum of \$500	
			delayed 3 months payable 4/27/2007	
	AI (7/1/1997)	6/22/2007	3% CBI payable 7/20/2007	
7/4/1997	Increase hours to 38.75	6/22/2007	AI (07/01/2007) payable 7/20/2007	
			Employees @ the last step prior to this	
12/19/1997	AI (1/1/1998)	6/22/2007	date shall receive a lump sum of \$500	
			payable 7/20/2007	
	AI (7/1/1998)		AI (1/1/2008) payable 1/18/2008	
	Increase hours to 40		3% CBI payable 7/18/2008	
10/9/1998	1.5% CBI	6/20/2008	Al (7/1/2008) payable 7/18/2008	
			Employees @ the last step prior to this	
1/1/1999	AI (1/1/1999)	6/20/2008	date shall receive a lump sum of \$600	
			payable 7/18/2008	
1/14/2000	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009	
			Employees @ the last step prior to this	
6/30/2000	3.5% CBI	12/19/2008	date shall receive a lump sum of \$600	
			payable 1/16/2009	
	AI (7/1/2000)		No CBI Authorized	
	AI (1/1/2001)	6/19/2009	AI (7/1/2009) payable 7/17/2009	
	3% CBI			
6/29/2001	001 AI (7/1/2001) Continued on next page			

		E SERVICES or Unit 09)	
EFFECTIVE		EFFECTIVE	
DATE	TYPE OF INCREASE	DATE	TY
	Employees @ the last step prior to this		
6/19/2009	date shall receive a lump sum of \$600	7/1/2015	3% CBI
, ,	payable 7/17/2009	, ,	
1/1/2010	Al (1/1/2010) payable 1/29/2010	12/25/2015	AI (1/1/2016)
	Employees @ the last step prior to this		
1/1/2010	date shall receive a lump sum of \$600	12/25/2015	Employees @
	payable 1/29/2010		date shall rece
6/18/2010	3% CBI payable 7/16/2010		•
	No Als Authorized	1	
7/1/2011	3% CBI	1	
7/1/2011	AI (7/1/2011)	1	
-1.1	Employees @ the last step prior to this	1	
7/1/2011	date shall receive a lump sum of \$600		
	Reduce base annual salary to rates in	1	
	effect on June 30, 2011. Any top step		
	bonus payment received 7/1/2011 shall		
8/26/2011	be divided by 23 and this amount shall be		
	deducted from pay in equal amounts over		
	the next 23 pay periods		
2011 - 2013	No Increases		
	AI (7/1/2013) and \$600 top step bonus	1	
8/23/2013	delayed until 8/23/2013		
8/26/2013	3% CBI	1	
	AI (1/1/2014)	1	
	Employees @ the last step prior to this	1	
12/27/2013	date shall receive a lump sum of \$600		
6/27/2014	AI (7/1/2014)		
C /27 /201 A	Employees @ the last step prior to this		
6/27/2014	date shall receive a lump sum of \$600		
7/1/2014	3% CBI		
12/26/2014	AI (1/1/2015)		
42/26/2044	Employees @ the last step prior to this		
12/26/2014	date shall receive a lump sum of \$600		
6/26/2015	AI (7/1/2015)	1	
6/26/2015	Employees @ the last step prior to this		
6/26/2015	date shall receive a lump sum of \$600		

TYPE OF INCREASE

Employees @ the last step prior to this

date shall receive a lump sum of \$600

TYPE OF INCREASE	PARAPROFESSIONAL HEALTH CARE				
DATE TYPE OF INCREASE DATE TYPE OF INCREASE	(NP-6 Labor Unit 10)				
DATE C/29/1990 Al (7/1/1990)	EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
7/13/1990 4% CBI 7/12/2002 3% CBI 12/28/1990 AI (1/1/1991) 12/27/2002 AI (1/1/2003) 6/28/1991 AI (7/1/1991) 6/27/2003 AI (7/1/2003) 6/28/1992 AI (1/1/1992) 7/11/2003 2.5% CBI 6/26/1992 (7/12/1991 Pay Plan reinstated) 12/26/2003 AI (1/1/2004) 5/14/1993 A.5% CBI 6/25/2004 AI (1/1/2004) 6/25/1993 AI (7/1/1993) 6/25/2004 AI (1/1/2004) 12/24/1993 AI (1/1/1994) 7/1/2004 3% CBI 6/24/1994 AI (7/1/1994) 12/24/2004 AI (1/1/2005) 12/23/1994 AI (1/1/1995) 2005 - 2006 No Increases 6/23/1995 AI (7/1/1995) 6/23/2006 AI (7/1/2006) payable 7/21/2006 7/1/1995 3% CBI 7/1/2006 3% CBI payable 7/21/2006 12/22/1995 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 1/19/2007 6/21/1996 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 1/19/2007 12/20/1995 AI (7/1/1997) 12/21/2007 AI (7/1/2007) payable 1/18/2008 6/20/1997 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 1/18/2008 12/19/1998 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 1/18/2008 1/1999 AI (7/1/1998) 7/2/2010 AI (7/1/2008) AI (7/1/2008) 1/15/1999 AI (7/1/1999) AI (7/1/2000) AI (7/1/200	DATE	TIPE OF INCREASE	DATE	TIPE OF INCREASE	
12/28/1990	6/29/1990	AI (7/1/1990)	6/28/2002	AI (7/1/2002)	
6/28/1991 AI (7/1/1991) 6/27/2003 AI (7/1/2003) 12/27/1991 AI (1/1/1992) 7/11/2003 2.5% CBI 6/26/1992 (7/12/1991 Pay Plan reinstated) 12/26/2003 AI (1/1/2004) 6/25/1993 AI (7/1/1993) 6/25/2004 Additional Step Implementation 6/25/1993 AI (7/1/1993) 6/25/2004 AI (7/1/2004) 12/24/1993 AI (7/1/1994) 7/1/2004 AI (1/1/2005) 12/23/1994 AI (7/1/1995) 2005 - 2006 AI (7/1/2006) payable 7/21/2006 12/23/1995 AI (7/1/1995) 6/23/2006 AI (7/1/2006) payable 7/21/2006 12/22/1995 AI (7/1/1996) 12/22/2006 AI (7/1/2007) payable 7/21/2006 12/22/1995 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 7/20/2007 12/20/1996 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 7/20/2007 12/20/1996 AI (7/1/1997) 6/20/2008 AI (7/1/2008) payable 7/20/2007 12/19/1997 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 7/18/2008 12/19/1998 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 7/18/2008 12/19/1999 AI (7/1/1998) 6/20/2008 AI (7/1/2009) payable 7/18/2008 1/1/1999 AI (7/1/1999) 7/2/2010 AI (7/1/2001) delayed 3 months payable 1/15/2010 1/15/1999 AI (7/1/1999) 4/8/2011 AI (1/1/2011) delayed 3 months payable 1/15/2010 1/14/2000 AI (7/1/2000) 7/1/2011 2.5% CBI 1/14/2000 AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/2000) AI (7/1/2010) delayed 3 months payable 1/16/2000 1/14/2000 AI (7/1/2000) AI (7/1/200	7/13/1990	4% CBI	7/12/2002	3% CBI	
12/27/1991 Al (1/1/1992) 7/11/2003 2.5% CB	12/28/1990	AI (1/1/1991)	12/27/2002	AI (1/1/2003)	
6/26/1992 (7/12/1991 Pay Plan reinstated) 12/26/2003 Al (1/1/2004)	6/28/1991	AI (7/1/1991)	6/27/2003	AI (7/1/2003)	
5/14/1993 4.5% CB 6/25/2004 Additional Step Implementation 6/25/1993 AI (7/1/1993) 6/25/2004 AI (7/1/2004) 12/24/1993 AI (1/1/1994) 7/1/2004 3% CB 6/24/1994 AI (7/1/1994) 12/24/2004 AI (1/1/2005) 12/23/1995 AI (1/1/1995) 2005 - 2006 No Increases 6/23/1995 AI (7/1/1995) 6/23/2006 AI (7/1/2006) payable 7/21/2006 12/22/1995 AI (1/1/1996) 12/22/2006 AI (1/1/2007) payable 7/21/2006 12/22/1995 AI (1/1/1996) 12/22/2006 AI (1/1/2007) payable 1/19/2007 6/21/1996 AI (7/1/1996) 6/22/2007 3% CBI payable 7/20/2007 7/1/1996 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 1/18/2007 6/21/1996 AI (1/1/1997) 12/21/2007 AI (1/1/2008) payable 1/18/2008 6/20/1997 AI (7/1/1997) 6/20/2008 AI (7/1/2008) payable 1/18/2008 12/19/1997 AI (1/1/1998) 6/20/2008 AI (7/1/2008) payable 7/18/2008 12/19/1998 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 1/18/2008 11/1999 AI (7/1/1998) 2009 - 2010 No Increases 1/1/1999 AI (1/1/1999) AI (1/1/1999) AI (1/1/1999) AI (1/1/1999) 1/15/1999 AI (7/1/1999) AI (1/1/1999) AI (1/1/2001) delayed 3 months payable 1/15/2010 1/15/1999 AI (7/1/1999) AI (1/1/2000) AI (7/1/2011) delayed 3 months payable 5/6/2011 1/15/1999 AI (7/1/2000) AI (7/1/2000) AI (7/1/2011) delayed 3 months payable 5/6/2011 1/15/1999 AI (1/1/2000) AI (7/1/2011) delayed 3 months payable 5/6/2011 1/15/2010 AI (7/1/2000) AI (7/1/2000) AI (7/1/2001) 1/15/2010 AI (7/1/2000) AI (7/1/2000) AI (7/1/2001) 1/15/2010 AI (7/1/2000) AI (12/27/1991	AI (1/1/1992)	7/11/2003	2.5% CBI	
6/25/1993 Al (7/1/1993) 6/25/2004 Al (7/1/2004) 12/24/1994 Al (7/1/1994) 7/1/2004 3% CBI 6/24/1994 Al (7/1/1994) 12/24/2004 Al (1/1/2005) 12/23/1995 Al (1/1/1995) 2005 - 2006 No Increases 6/23/1995 Al (7/1/1995) 6/23/2006 Al (7/1/2006) payable 7/21/2006 12/22/1995 Al (1/1/1996) 7/1/2006 3% CBI payable 7/21/2006 12/22/1995 Al (1/1/1996) 6/22/2007 3% CBI payable 7/20/2007 12/20/1996 Al (7/1/1996) 6/22/2007 Al (7/1/2007) payable 1/19/2007 12/20/1996 Al (1/1/1997) 6/22/2007 Al (7/1/2007) payable 7/20/2007 12/20/1996 Al (1/1/1997) 6/20/2008 3% CBI payable 7/20/2007 12/20/1997 Al (7/1/1997) 6/20/2008 3% CBI payable 7/18/2008 12/19/1997 Al (7/1/1998) 6/20/2008 Al (7/1/2008) payable 1/18/2008 12/19/1998 Al (7/1/1998) 6/20/2008 Al (1/1/2009) payable 1/16/2009 1/15/1999 Al (1/1/1999) 7/2/2010 2.5% CBI payable 7/30/2010 1/15/1999 Al (7/1/1999) Al (7/1/2001) delayed 3 months payable 1/18/2000 1/14/2000 Al (7/1/2000) 7/1/2011 2.5% CBI 10/8/2011 Reduce base annual salary to rates in effect on June 30, 2011. 6/30/2000 Al (7/1/2000) Al (7/1/2013) Al (7/1/2013) 12/29/2000 Al (7/1/2000) Al (7/1/2013) Al (7/1/2013) 12/29/2000 Al (7/1/2000) Al (7/1/2013) Al (7/1/2013) 12/29/2000 Al (7/1/2001) 8/26/2013 Al (7/1/2013) 12/29/2000 Al (1/1/2001) Al (1/1/2001) 12/29/2000 Al (1/1/2001) Al (1/1/2001) 12/29/2000 Al (1/1/2001) Al (1/1/2001) 1/2001 Al (1/1/2001) Al (1/1/2001) 1/2002 Al (1/1/2001)	6/26/1992	(7/12/1991 Pay Plan reinstated)	12/26/2003	AI (1/1/2004)	
12/24/1993 AI (1/1/1994) 7/1/2004 3% CBI 6/24/1994 AI (7/1/1994) 12/24/2004 AI (1/1/2005) 12/23/1995 AI (7/1/1995) 2005 - 2006 No Increases 6/23/1995 AI (7/1/1995) 6/23/2006 AI (7/1/2006) payable 7/21/2006 7/1/1995 3% CBI 7/1/2006 3% CBI payable 7/21/2006 6/21/1996 AI (7/1/1996) 12/22/2006 AI (1/1/2007) payable 1/19/2007 6/21/1996 AI (7/1/1996) 6/22/2007 3% CBI payable 7/20/2007 7/1/1996 3% CBI 6/22/2007 AI (7/1/2007) payable 7/20/2007 12/20/1996 AI (1/1/1997) 12/21/2007 AI (1/1/2007) payable 1/18/2008 6/20/1997 AI (7/1/1997) 6/20/2008 3% CBI payable 7/18/2008 12/19/1997 AI (1/1/1998) 6/20/2008 AI (1/1/2008) payable 1/18/2008 12/19/1998 AI (7/1/1998) 6/20/2008 AI (7/1/2009) payable 7/18/2008 1/1/1999 AI (1/1/1998) 7/2/2010 2.5% CBI payable 7/30/2010 1/15/1999 AI (7/1/1999) 7/2/2010 2.5% CBI payable 7/30/2010 6/18/1999 AI (7/1/1999) 4/8/2011 AI (1/1/2011) delayed 3 months payable 1/16/2009 1/15/2000 AI (7/1/2000) 7/1/2011 2.5% CBI 1/14/2000 AI (7/1/2000) 7/1/2011 2.5% CBI 1/14/2000 AI (7/1/2000) 7/1/2011 2.5% CBI 1/14/2000 AI (7/1/2000) 2011 - 2013 No Increases 1/1/2000 AI (7/1/2000) 3.5% CBI 6/28/2013 AI (7/1/2013) 1/2/29/2000 AI (1/1/2001) 8/26/2013 AI (7/1/2013) 1/2/29/2000 AI (1/1/2001) 8/26/2013 AI (7/1/2013) 1/2/29/2000 AI (1/1/2001) B/26/2013 AI (7/1/2013)	5/14/1993	4.5% CBI	6/25/2004	Additional Step Implementation	
12/24/1994 AI (7/1/1994) 12/24/2004 AI (1/1/2005) 12/23/1995 AI (1/1/1995) 2005 - 2006 No Increases 6/23/1995 AI (7/1/1995) 6/23/2006 AI (7/1/2006) payable 7/21/2006 7/1/1995 3% CBI 7/1/2006 3% CBI payable 7/21/2006 12/22/1995 AI (1/1/1996) 12/22/2006 AI (1/1/2007) payable 1/19/2007 6/21/1996 AI (7/1/1996) 6/22/2007 AI (7/1/2007) payable 7/20/2007 7/1/1996 3% CBI 6/22/2007 AI (7/1/2007) payable 7/20/2007 7/1/1996 AI (1/1/1997) 12/21/2007 AI (1/1/2008) payable 7/20/2007 12/20/1996 AI (1/1/1997) 6/20/2008 3% CBI payable 7/18/2008 6/20/1997 AI (7/1/1997) 6/20/2008 AI (7/1/2008) payable 7/18/2008 12/19/1997 AI (1/1/1998) 6/20/2008 AI (7/1/2008) payable 7/18/2008 1/1/1998 2% CBI 12/19/2008 AI (1/1/2009) payable 1/16/2009 6/19/1998 AI (7/1/1998) 7/2/2010 2.5% CBI payable 7/30/2010 1/15/1999 AI (1/1/1999) 4/8/2011 AI (1/1/2011) delayed 3 months payable 1/16/2010 6/18/1999 AI (1/1/2000) 7/1/2011 2.5% CBI 1/14/2000 AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2001) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (1/1/2001) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (1/1/2001) AI (7/1/2003) AI (7/1/2003) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (7/1/2000) AI (6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004)	
12/23/1994 AI (1/1/1995) 2005 - 2006 No Increases	12/24/1993	AI (1/1/1994)	7/1/2004	3% CBI	
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Eligible employees shall receive a lump sum payment for the difference in		3.5% CBI	6/28/2013	AI (7/1/2013)	
Eligible employees shall receive a lump sum payment for the difference in		AI (1/1/2001)	8/26/2013	3% CBI	
sum payment for the difference in					
	6/29/2001	AI (7/1/2001)	8/26/2013	sum payment for the difference in	
percentage between the July 2011				percentage between the July 2011	
6/29/2001 AI (7/1/2001) 8/26/2013 Increase received and the wage increase				l	
that would have been effective July 2013				_	
(one-half of a percent or .005)				•	
7/1/2001 3.5% CBI 12/27/2013 AI (1/1/2014)	7/1/2001	3.5% CBI	12/27/2013		
12/28/2001 AI (1/1/2002) 6/27/2014 AI (7/1/2014)					
6/28/2002 Additional Step Implementation 7/1/2014 3% CBI					

PARAPROFESSIONAL HEALTH CARE (NP-6 Labor Unit 10)

EFFECTIVE	TYPE OF INCREASE	
DATE		
12/26/2014	AI (1/1/2015)	
6/26/2015	3% AI (7/1/2015)	
7/1/2015	3% CBI	
12/25/2015	AI (1/1/2016)	

	CORRECTION SUPERVISORS (NP-8 Labor Unit 67)				
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE		
6/28/2002	3% CBI	9/28/2007	AI (7/1/2007) delayed 3 months payable 10/26/2007		
12/27/2002	AI (7/1/2002) delayed 6 months, payable 1/24/2003)	9/28/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 10/26/2007		
6/27/2003	Al (1/1/2003) delayed 6 months, payable 7/25/2003	3/28/2008	Al (1/1/2008) delayed 3 months, payable 4/25/2008		
6/27/2003	Al (7/1/2003) payable 7/25/2003	3/28/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 4/25/2008		
6/27/2003	3% CBI payable 7/25/2003	6/20/2008	3% CBI payable 6/5/2009		
12/26/2003	AI (1/1/2004)	12/19/2008	Al (7/1/2008) delayed 6 months payable 6/5/2009		
6/25/2004	3% CBI	6/19/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/17/2009		
10/1/2004	AI (7/1/2004) delayed 3 months, payable 10/29/2004	6/19/2009	Al (1/1/2009) delayed 6 months payable 7/17/2009		
4/1/2005	AI (1/1/2005) delayed 3 months payable 4/29/2005	6/19/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 7/17/2009		
2005 - 2006	No Increases	7/3/2009	2% CBI payable 7/31/2009		
7/1/2006	AI payable 7/20/2007	1/1/2010	Al (7/1/2009) delayed 6 months payable 1/29/2010		
7/7/2006	3% CBI payable 7/20/2007	1/1/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 1/29/2010		
6/22/2007	AI (1/1/2007) delayed 6 months payable 7/20/2007	6/18/2010	AI (1/1/2010) delayed 6 months payable 7/16/2010		
6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/20/2007	6/18/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 7/16/2010		
7/6/2007	3% CBI payable 8/3/2007				

CORRECTION SUPERVISORS (NP-8 Labor Unit 67)

EFFECTIVE	(147-8 EUDO		
DATE	TYPE OF INCREASE		
6/18/2010	AI (7/1/2010) payable 7/16/2010		
	Employees @ the last step prior to this		
6/18/2010	date shall receive a lump sum of 2.5% of		
	their base salary payable 7/16/2010		
7/2/2010	2% CBI payable 7/30/2010		
12/31/2010	AI (1/1/2011) payable 1/28/2011		
	Employees @ the last step prior to this		
12/31/2010	date shall receive a lump sum of 2.5% of		
	their base salary payable 1/28/2011		
7/1/2011	3.5% CBI payable 7/29/2011		
7/1/2011	AI (7/1/2011) payable 7/29/2011		
	Employees @ the last step prior to this		
7/1/2011	date shall receive a lump sum of 2.5% of		
	their base salary payable 7/29/2011		
12/30/2011	Al (1/1/2012) payable 1/27/2012		
	Employees @ the last step prior to this		
12/30/2011	date shall receive a lump sum of 2.5% of		
, ,	their base salary payable 1/27/2012		
2011 - 2013	No Increases		
2011 - 2013 9/20/2013			
	No Increases		
9/20/2013	No Increases 2% CBI		
9/20/2013	No Increases 2% CBI AI (7/1/2013) delayed 3 months		
9/20/2013 9/20/2013	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this		
9/20/2013 9/20/2013	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750		
9/20/2013 9/20/2013 9/20/2013	No Increases 2% CBI Al (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)		
9/20/2013 9/20/2013 9/20/2013	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014	No Increases 2% CBI Al (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) Al (1/1/2014) delayed 3 months Employees @ the last step prior to this		
9/20/2013 9/20/2013 9/20/2013 3/21/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014	No Increases 2% CBI Al (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) Al (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI AI (7/1/2014)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI AI (7/1/2014) Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014 6/30/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI AI (7/1/2014) Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014	No Increases 2% CBI Al (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) Al (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI Al (7/1/2014) Employees @ the last step prior to this date shall receive a lump sum of \$750 Al (1/1/2015)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014 6/30/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI AI (7/1/2014) Employees @ the last step prior to this date shall receive a lump sum of \$750 AI (1/1/2015) Employees @ the last step prior to this date shall receive a lump sum of \$750 AI (1/1/2015)		
9/20/2013 9/20/2013 9/20/2013 3/21/2014 3/21/2014 6/27/2014 6/30/2014 6/30/2014 12/30/2014 12/30/2014	No Increases 2% CBI AI (7/1/2013) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) AI (1/1/2014) delayed 3 months Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months) 3% CBI AI (7/1/2014) Employees @ the last step prior to this date shall receive a lump sum of \$750 AI (1/1/2015) Employees @ the last step prior to this date shall receive a lump sum of \$750 AI (1/1/2015)		

STATE POLICE LIEUTENANTS AND CAPTAINS (NP-9 Labor Unit 68)

EFFECTIVE DATE	TYPE OF INCREASE	
1/13/2012	SS Plan implemented	
7/11/2014	3% GWI	

AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.

7/11/2014	Employees shall receive a lump sum of 2% calculated on annual salary
//11/2014	calculated on annual salary
7/10/2015	3% GWI

AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.

7/10/2015	Employees shall receive a lump sum of 2% calculated on annual salary
7/10/2013	calculated on annual salary

PROFESSIONAL HEALTH CARE				
(P-1 Labor Unit 11)				
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE	TITE OF INCREASE	DATE	TITE OF INCREASE	
6/29/1990	AI (7/1/1990)	6/28/2002	AI (7/1/2002)	
7/13/1990	4% CBI	7/12/2002	3% CBI	
12/28/1990	AI (1/1/1991)	12/27/2002	AI (1/1/2003)	
6/28/1991	AI (7/1/1991)	6/27/2003	AI (7/1/2003)	
12/27/1991	AI (1/1/1992)	7/11/2003	2.5% CBI	
6/26/1992	(7/12/1991 Pay Plan reinstated)	12/26/2003	AI (1/1/2004)	
5/14/1993	4.5% CBI	6/25/2004	Additional Step Implementation	
6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004)	
12/24/1993	AI (1/1/1994)	7/1/2004	3% CBI	
6/24/1994	AI (7/1/1994)	12/24/2004	AI (1/1/2005)	
12/23/1994	AI (1/1/1995)	2005 - 2006	No Increases	
6/23/1995	AI (7/1/1995)	6/23/2006	AI (7/1/2006) payable 7/21/2006	
7/1/1995	3% CBI	7/1/2006	3% CBI payable 7/21/2006	
12/22/1995	AI (1/1/1996)	12/22/2006	AI (1/1/2007) payable 1/19/2007	
6/21/1996	AI (7/1/1996)	6/22/2007	3% CBI payable 7/20/2007	
7/1/1996	3% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007	
12/20/1996	AI (1/1/1997)	12/21/2007	AI (1/1/2008) payable 1/18/2008	
6/20/1997	AI (7/1/1997)	6/20/2008	3% CBI payable 7/18/2008	
12/19/1997	AI (1/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008	
1/1/1998	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009	
6/19/1998	AI (7/1/1998)	2009 - 2010	No Increases	
1/1/1999	AI (1/1/1999)	7/2/2010	2.5% CBI payable 7/30/2010	
1/15/1999	2% CBI	10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	
6/18/1999	AI (7/1/1999)	4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	
12/31/1999	AI (1/1/2000)	7/1/2011	2.5% CBI	
1/14/2000	2% CBI	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011	
6/30/2000	AI (7/1/2000)	2011 - 2013	No Increases	
7/1/2000	3.5% CBI	6/28/2013	AI (7/1/2013)	
12/29/2000	AI (1/1/2001)	8/26/2013	3% CBI	
6/29/2001	AI (7/1/2001)	8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)	
7/1/2001	3.5% CBI			
12/28/2001	AI (1/1/2002)			
6/28/2002	Additional Step Implementation		Continued on next page	

PROFESSIONAL HEALTH CARE (P-1 Labor Unit 11)

EFFECTIVE DATE	TYPE OF INCREASE
12/27/2013	AI (1/1/2014)
6/27/2014	AI (7/1/2014)
7/1/2014	3% CBI
12/26/2014	AI (1/1/2015)
6/26/2015	3% AI (7/1/2015)
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)

	SOCIAL AND HUMAN SERVICES				
	(P-2 Labor Unit 12)				
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE		
6/29/1990	AI (7/1/1990)	12/27/2002	AI (1/1/2003)		
7/13/1990	4.5% CBI	7/11/2003	2.5% CBI		
12/28/1990	AI (1/1/1991)	12/26/2003	AI (7/1/2003) delayed 6 months payable 1/23/2004		
6/28/1991	AI (7/1/1991)	6/25/2004	AI (1/1/2004) delayed 6 months payable 7/23/2004		
12/27/1991	AI (1/1/1992)	6/25/2004	3% CBI		
6/26/1992	5% CBI	10/1/2004	AI (7/1/2004) delayed 3 months payable 10/29/2004		
5/14/1993	4.5% CBI	12/24/2004	AI (1/1/2004) delayed 3 months payable 4/29/2005		
6/25/1993	AI (7/1/1993)	6/24/2005	3% CBI payable 7/22/2005		
12/24/1993	AI (1/1/1994)	6/24/2005	Al (7/1/2005) payable 7/22/2005		
	AI (7/1/1995)		Al (1/1/2006) payable 1/20/2006		
3/29/1996	AI (1/1/1996)	6/23/2006	3% CBI payable 7/21/2006		
6/7/1996	Hours increase to 36.25	6/23/2006	AI (7/1/2006) payable 7/21/2006		
6/21/1996	Hours increase to 37.5	12/22/2006	Al (1/1/2007) payable 1/19/2007		
11/22/1996	AI (7/1/1996)		3% CBI payable 7/20/2007		
12/20/1996	2% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007		
5/23/1997	AI (1/1/1997)	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/20/2007		
6/20/1997	Hours increase to 38.75	12/21/2007	AI (1/1/2008) payable 1/18/2008		
	AI (7/1/1997)	12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/18/2008		
12/19/1997	2% CBI	6/20/2008	3% CBI payable 7/18/2008		
5/22/1998	AI (1/1/1998)	6/20/2008	Al (7/1/2008) payable 7/18/2008		
6/19/1998	Hours increase to 40	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/18/2008		
11/20/1998	AI (7/1/1998)	12/19/2008	AI (1/1/2009) payable 1/16/2009		
1/1/1999	2% CBI	12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/16/2009		
1/14/2000	2% CBI	2009 - 2010	No Increases		
6/30/2000	3.5% CBI	7/2/2010	2.5% CBI payable 7/30/2010		
12/29/2000	AI (1/1/2001)				
6/29/2001	3% CBI				
6/29/2001	AI (7/1/2001)				
12/28/2001	AI (1/1/2002)				
6/28/2002	AI (7/1/2002)		Continued on next page		

SOCIAL AND HUMAN SERVICES (P-2 Labor Unit 12)			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYP
10/8/2010	Al (7/1/2010) delayed 3 months payable 11/5/2010	6/26/2015	Employees @ t date shall rece
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 11/5/2010	7/1/2015	3% CBI
4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	12/25/2015	AI (1/1/2016)
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 5/6/2011	12/25/2015	Employees @ t date shall rece
7/1/2011	2.5% CBI		
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.		
2011 - 2013	No Increases	1	
6/28/2013	AI (7/1/2013)	1	
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750		
8/26/2013		1	
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)		
12/27/2013	AI (1/1/2014)		
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750		
6/27/2014	AI (7/1/2014)		
6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750		
7/1/2014			
12/26/2014	AI (1/1/2015)		
12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750		
6/26/2015	AI (7/1/2015)		

TYPE OF INCREASE

Employees @ the last step prior to this

date shall receive a lump sum of \$750

Employees @ the last step prior to this

date shall receive a lump sum of \$750

	EDUCATION ADMINISTRATORS			
	(P-3A Labor	Unit 13)		
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE	
DATE	TIPE OF INCREASE	DATE	TIFE OF INCREASE	
6/29/1990	AI (7/1/1990)	7/12/2002	3% CBI	
7/13/1990	4% CBI	12/27/2002	AI (1/1/2003)	
12/28/1990	AI (1/1/1991)	6/27/2003	AI (7/1/2003)	
6/28/1991	AI (7/1/1991)	7/11/2003	2.5% CBI	
12/27/1991	AI (1/1/1992)	12/26/2003	AI (1/1/2004)	
6/26/1992	(7/12/1991 Pay Plan reinstated)	6/25/2004	AI (7/1/2004)	
5/14/1993	4.5% CBI	7/1/2004	3% CBI	
6/25/1993	AI (7/1/1993)	12/24/2004	AI (1/1/2005)	
12/24/1993	AI (1/1/1994)	2005 - 2006	No Increases	
6/24/1994	AI (7/1/1994)	6/23/2006	AI (7/1/2006) payable 7/21/2006	
12/23/1994	AI (1/1/1995)	7/7/2006	3% CBI payable 8/4/2006	
6/23/1995	AI (7/1/1995)	12/22/2006	AI (1/1/2007) payable 1/19/2007	
	3% CBI		AI (7/1/2007) payable 7/20/2007	
	AI (1/1/1996)		3% CBI payable 8/3/2007	
	AI (7/1/1996)		AI (1/1/2008) payable 1/18/2008	
	3% CBI		AI (7/1/2008) payable 7/18/2008	
	AI (1/1/1997)		3.5% CBI payable 7/18/2008	
	AI (7/1/1997)		Al (1/1/2009) payable 1/16/2009	
	2% CBI		No Increases	
	AI (1/1/1998)		2.5% CBI payable 7/16/2010	
	AI (7/1/1998)		AI (7/1/2010) delayed 3 months	
		9/24/2010	payable 10/22/2010	
			Al (1/1/2011) delayed 3 months	
1/1/1999	AI (1/1/1999)	3/25/2011	payable 4/21/2011	
1/15/1999	2% CBI	7/1/2011	2.5% CBI	
1/13/1333	270 CB1	7/1/2011	Reduce base annual salary to rates in	
6/18/1999	AI (7/1/1999)	8/26/2011	effect on June 30, 2011.	
12/21/1000	AI (1/1/2000)	2011 - 2012	No Increases	
	2% CBI		AI (7/1/2013)	
	AI (7/1/2000)		3% CBI	
0/30/2000	AI (7/1/2000)	8/20/2013	Eligible employees shall receive a lump	
			sum payment for the difference in	
			percentage between the July 2011	
7/14/2000	3.5% CBI	8/26/2013	increase received and the wage	
//14/2000	3.3% CBI	8/20/2013	increase that would have been	
			effective July 2013 (one-half of a	
			percent or .005)	
12/29/2000	AI (1/1/2001)	12/27/2012	AI (1/1/2014)	
	AI (7/1/2001) AI (7/1/2001)		AI (7/1/2014) AI (7/1/2014)	
7/1/2001	3.5% CBI		3% CBI	
	AI (1/1/2002)	7/1/2014	AI (1/1/2015)	
	AI (7/1/2002) AI (7/1/2002)		AI (7/1/2015) AI (7/1/2015)	
0/20/2002	MI (1/1/2002)	0/20/2013	WI (1/1/2012)	

	EDUCATION ADMINISTRATO				
		(P-3A Labor	Unit 13)		
I	EFFECTIVE	TYPE OF INCREASE			
ı	DATE	TIPE OF INCREASE			
	7/1/2015	3% CBI			
	12/25/2015	AI (1/1/2016)			

	EDUCATION PROFESSIONS				
	(P-3B Labor Unit 14)				
EFFECTIVE	TYPE OF INCREASE EFFECTIVE		TYPE OF INCREASE		
DATE	TYPE OF INCREASE	DATE	TYPE OF INCREASE		
6/29/1990	AI (7/1/1990)	7/1/2002	Additional Step Implementation		
7/13/1990	4% CBI	7/12/2002	3% CBI		
12/28/1990	AI (1/1/1991)	11/29/2002	AI (7/1/2002)		
6/28/1991	AI (7/1/1991)	5/30/2003	AI (1/1/2003)		
12/27/1991	AI (1/1/1992)	6/27/2003	AI (7/1/2003)		
6/26/1992	(6/28/1991 Pay Plan reinstated)	7/1/2003	3% CBI		
5/14/1993	4.5% CBI	12/26/2003	AI (1/1/2004)		
6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004) payable 7/9/2004		
12/24/1993	AI (1/1/1994)	7/1/2004	Eliminate Step 1		
6/24/1994	AI (7/1/1994)	7/1/2004	Additional Step Implementation		
12/23/1994	AI (1/1/1995)	7/1/2004	3% CBI payable 7/9/2004		
6/23/1995	AI (7/1/1995)	12/24/2004	AI (1/1/2005) payable 7/6/2005		
7/1/1995	3% CBI	2005 - 2006	No Increases		
12/22/1995	AI (1/1/1996)	6/23/2006	AI (7/1/2006) payable 7/21/2006		
	AI (7/1/1996)		Employees @ the last step prior to this		
6/21/1996		6/23/2006	date shall receive a lump sum = \$500		
			payable 7/21/2006		
7/1/1996	3% CBI	7/7/2006	3% CBI payable 8/4/2006		
12/20/1996	AI (1/1/1997)	12/22/2006	AI (1/1/2007) payable 1/19/2007		
11/21/1997	AI (7/1/1997)	6/22/2007	Al (7/1/2007) payable 7/20/2007		
1/2/1998	2% CBI	7/6/2007	3% CBI payable 8/3/2007		
5/22/1998	AI (1/1/1998)	12/21/2007	Al (1/1/2008) payable 1/18/2008		
9/25/1998	AI (7/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008		
1/15/1999	2% CBI	7/1/2008	3.5% CBI payable 7/18/2008 (split pay)		
3/26/1999	AI (1/1/1999)	12/19/2008	AI (1/1/2009) payable 1/16/2009		
6/18/1999	AI (7/1/1999)	2009 - 2010	No Increases		
12/31/1999	AI (1/1/2000)	6/18/2010	2.5% CBI payable 7/16/2010		
4 /4 4 /2000	20/ CDI	0/24/2040	AI (7/1/2010) delayed 3 months		
1/14/2000	2% CBI	9/24/2010	payable 10/22/2010		
c /20 /2000	AL /7 /1 /2000\	2/25/2011	AI (1/1/2011) delayed 3 months		
6/30/2000	AI (7/1/2000)	3/25/2011	payable 4/21/2011		
7/14/2000	3.5% CBI	7/1/2011	2.5% CBI		
12/20/2000	9/2000 AI (1/1/2001) 8/26/3	8/26/2011	Reduce base annual salary to rates in		
12/23/2000	A (1/1/2001)	0/20/2011	effect on June 30, 2011.		
6/29/2001	AI (7/1/2001)	2011 - 2013	No Increases		
7/13/2001	3% CBI	6/28/2013	AI (7/1/2013)		
12/28/2001	AI (1/1/2002)	8/26/2013	3% CBI		
7/1/2002	Eliminate Step 1				

EDUCATION PROFESSIONS (P-3B Labor Unit 14)

	(1 -3D EUDOI
EFFECTIVE DATE	TYPE OF INCREASE
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)
12/27/2013	AI (1/1/2014)
6/27/2014	AI (7/1/2014)
7/1/2014	3% CBI
12/26/2014	AI (1/1/2015)
6/26/2015	AI (7/1/2015)
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)

	ENGINEERING & SCIENTIFIC				
	(P-4 Labor Unit 15)				
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE	TYPE OF INCREASE		
DATE		DATE			
	AI (7/1/1990)		AI (1/1/2002)		
7/13/1990			Additional Step Implementation		
	AI (1/1/1991)		AI (7/1/2002)		
	AI (7/1/1991)	7/12/2002			
	AI (1/1/1992)		AI (1/1/2003)		
6/26/1992		6/27/2003	AI (7/1/2003)		
5/14/1993		7/1/2003	3% CBI		
	AI (7/1/1993)		AI (1/1/2004)		
	AI (1/1/1994)	6/25/2004	Additional Step Implementation		
6/24/1994	AI (7/1/1994)		Al (7/1/2004) payable 7/9/2004		
12/23/1994	AI (1/1/1995)	7/1/2004	3% CBI payable 7/9/2004		
7/1/1995	3% CBI	12/24/2004	Al (1/1/2005) payable 1/21/2005		
9/29/1995	AI (7/1/1995)	2005 - 2006	No Increases		
3/20/1006	AI (1/1/1996)	6/23/2006	Payable at current rate of 6/23/06		
3/29/1990	A((1/ 1/ 1990)	0/23/2000	through 6/30/06 payable 7/21/2006		
6/21/1996	AI (7/1/1996)	7/1/2006	3.5% CBI payable 7/21/2006		
7/1/1996	3% CBI	7/1/2006	Al payable 7/21/2006		
			Employees @ the last step prior to this		
12/20/1996	AI (1/1/1997)	7/1/2006	date shall receive a lump sum of 2.5%		
			of their base salary		
11/21/1997	AI (7/1/1997)	12/22/2006	AI (1/1/2007) payable 1/19/2007		
			Employees @ the last step prior to this		
1/2/1998	2% CBI	12/22/2006	date shall receive a lump sum of 2.5%		
			of their base salary		
5/22/1998	AI (1/1/1998)	6/22/2007	AI (7/1/2007) payable 7/20/2007		
			Employees @ the last step prior to this		
9/25/1998	AI (7/1/1998)	6/22/2007	date shall receive a lump sum of 2.5%		
			of their base salary		
4 /4 5 /4 000	20/ CDI	6/22/2007	Payable at current rate of 6/22/07		
1/15/1999	2% CBI	6/22/2007	through 6/30/07 payable 7/20/2007		
3/26/1999	AI (1/1/1999)	7/1/2007	3.5% CBI payable 7/20/2007		
6/18/1999	AI (7/1/1999)	12/21/2007	AI (1/1/2008) payable 1/18/2008		
			Employees @ the last step prior to this		
12/31/1999	AI (1/1/2000)	12/21/2007	date shall receive a lump sum of 2.5%		
			of their base salary		
1/14/2000	2% CBI	6/20/2008	AI (7/1/2008) payable 7/18/2008		
			Payable at current rate of 6/20/08		
6/30/2000	AI (7/1/2000)	6/20/2008	through 6/30/08 payable 7/18/2008		
7/14/2000	3.5% CBI	7/1/2008	3.5% CBI payable 7/18/2008		
	AI (1/1/2001)		Al (1/1/2009) payable 1/16/2009		
	AI (7/1/2001)				
7/13/2001	3% CBI	1	Continued on next page		
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	ENGINEERING &	& SCIENTIFIC
(P-4 Labor Unit 1		
EFFECTIVE	TYPE OF INCREASE	EFFECTIVE
DATE	TTPE OF INCREASE	DATE

	(P-4 Labor Unit 15)				
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE		
12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/16/2009	8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)		
2009 - 2010	No Increases	12/27/2013	AI (1/1/2014)		
6/18/2010	2.5% CBI payable 7/16/2010	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	6/27/2014	AI (7/1/2014)		
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 11/5/2010	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
4/8/2011	Al (1/1/2011) delayed 3 months payable 5/6/2011	7/1/2014	3% CBI		
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 5/6/2011	12/26/2014	AI (1/1/2015)		
7/1/2011	2.5% CBI	12/26/2014	Employees @ the last step prior to this date shall receive a lump sumof 2.5% of their base salary		
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	6/26/2015	AI (7/1/2015)		
2011 - 2013	No Increases	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
6/28/2013	AI (7/1/2013)	7/1/2015	3% CBI		
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	12/25/2015	AI (1/1/2016)		
8/26/2013	3% CBI	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		

Type of Increase Color C	
DATE TYPE OF INCREASE DATE TYPE OF INCREASE 6/29/1990 AI (7/1/1990) 6/29/2001 3% CBI 7/13/1990 4% CBI 12/28/2001 AI (1/1/2002) 12/28/1990 AI (1/1/1991) 6/28/2002 AI (7/1/2002) 6/28/1991 AI (7/1/1991) 6/28/2002 3% CBI 7/12/1991 5% CBI 12/27/2002 AI (1/1/2003) 5/14/1993 4.5% CBI 2003 - 2004 No Increases 6/25/1993 AI (7/1/1993) 6/25/2004 3.5% CBI 12/24/1993 AI (1/1/1994) 10/1/2004 AI (7/1/2004) delayed 3 months 7/1/1995 Hours increase to 36.25 4/1/2005 AI (1/1/2005) delayed 3 months 9/29/1995 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months 9/29/1996 AI (1/1/1996) 3/31/2006 AI (7/1/2005) delayed 3 months 9/27/1996 AI (7/1/1996) 3/31/2006 AI (7/1/2006) delayed 3 months 9/27/1996 AI (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 AI (1/1/1997) 7/7/20	
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6/28/1991 AI (7/1/1991) 6/28/2002 3% CBI 7/12/1991 5% CBI 12/27/2002 AI (1/1/2003) 5/14/1993 4.5% CBI 2003 - 2004 No Increases 6/25/1993 AI (7/1/1993) 6/25/2004 3.5% CBI 12/24/1993 AI (1/1/1994) 10/1/2004 AI (7/1/2004) delayed 3 months 7/1/1995 Hours increase to 36.25 4/1/2005 AI (1/1/2005) delayed 3 months 9/29/1995 AI (7/1/1995) 6/24/2005 3.5% CBI payable 7/22/2005 3/29/1996 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 AI (1/1/1997) 7/7/2006 AI (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 7/20/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 3 of their base salary	
7/12/1991 5% CBI 12/27/2002 Al (1/1/2003) 5/14/1993 4.5% CBI 2003 - 2004 No Increases 6/25/1993 Al (7/1/1993) 6/25/2004 3.5% CBI 12/24/1993 Al (1/1/1994) 10/1/2004 Al (7/1/2004) delayed 3 months 7/1/1995 Hours increase to 36.25 4/1/2005 Al (1/1/2005) delayed 3 months 9/29/1995 Al (7/1/1995) 6/24/2005 3.5% CBI payable 7/22/2005 3/29/1996 Al (1/1/1996) 9/30/2005 Al (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 Al (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 Al (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 Al (1/1/1997) 7/7/2006 Al (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 Al (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 Al (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 3 of their base salary	
5/14/1993 4.5% CBI 2003 - 2004 No Increases 6/25/1993 AI (7/1/1993) 6/25/2004 3.5% CBI 12/24/1993 AI (1/1/1994) 10/1/2004 AI (7/1/2004) delayed 3 months 7/1/1995 Hours increase to 36.25 4/1/2005 AI (1/1/2005) delayed 3 months 9/29/1995 AI (7/1/1995) 6/24/2005 3.5% CBI payable 7/22/2005 3/29/1996 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 AI (1/1/1997) 7/7/2006 AI (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 3 of their base salary	
6/25/1993 AI (7/1/1993) 6/25/2004 3.5% CBI 12/24/1993 AI (1/1/1994) 10/1/2004 AI (7/1/2004) delayed 3 months 7/1/1995 Hours increase to 36.25 4/1/2005 AI (1/1/2005) delayed 3 months 9/29/1995 AI (7/1/1995) 6/24/2005 3.5% CBI payable 7/22/2005 3/29/1996 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 AI (1/1/1997) 7/7/2006 AI (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 3 of their base salary	
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7/1/1995 Hours increase to 36.25 4/1/2005 AI (1/1/2005) delayed 3 months 9/29/1995 AI (7/1/1995) 6/24/2005 3.5% CBI payable 7/22/2005 3/29/1996 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 AI (1/1/1997) 7/7/2006 AI (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 7/20/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 9/26/1997 AI (7/1/1997) 7/1/2007 Employees @ the last step prior to date shall receive a lump sum of 20 of their base salary	
9/29/1995 AI (7/1/1995) 3/29/1996 AI (1/1/1996) 7/1/1996 Hours increase to 37.5 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 3/28/1997 AI (1/1/1997) 4/1/1997 CBI 7/1/1997 Hours increase to 38.75 9/26/1997 AI (7/1/1997) AI (7/1/1997) 7/1/2007 AI (7/1/2007) payable 2/2/2007 Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
3/29/1996 AI (1/1/1996) 9/30/2005 AI (7/1/2005) delayed 3 months payable 10/28/2005 7/1/1996 Hours increase to 37.5 3/31/2006 AI (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 AI (7/1/1996) 3/28/1997 AI (1/1/1997) 4/1/1997 2% CBI 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 7/1/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
3/29/1996 Al (1/1/1996) 9/30/2005 payable 10/28/2005	
7/1/1996 Hours increase to 37.5 3/31/2006 Al (1/1/2006) delayed 3 months payable 4/28/2006 9/27/1996 Al (7/1/1996) 6/23/2006 3.5% CBI payable 7/21/2006 3/28/1997 Al (1/1/1997) 7/7/2006 Al (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 Al (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 Al (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
7/1/1996 Hours increase to 37.5 9/27/1996 AI (7/1/1996) 3/38/1997 AI (1/1/1997) 4/1/1997 2% CBI 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 2/2/2007 7/1/1997 AI (7/1/1997) AI (7/1/1997) AI (7/1/1997) 7/1/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
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3/28/1997 AI (1/1/1997) 7/7/2006 AI (7/1/2006) payable 8/4/2006 4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 20 of their base salary	
4/1/1997 2% CBI 1/5/2007 AI (1/1/2007) payable 2/2/2007 7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
7/1/1997 Hours increase to 38.75 6/22/2007 AI (7/1/2007) payable 7/20/2007 Employees @ the last step prior t date shall receive a lump sum of 2 of their base salary	
9/26/1997 AI (7/1/1997) Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary	
9/26/1997 AI (7/1/1997) 7/1/2007 date shall receive a lump sum of 2 of their base salary	ha thin
of their base salary	o this
·	2.5%
12/19/1997 2% CBI 7/1/2007 3% CBI payable 7/20/2007	
3/27/1998 AI (1/1/1998) 12/21/2007 AI (1/1/2008) payable 1/18/2008	;
7/1/1998 Hours increase to 40 6/20/2008 3% CBI payable 7/18/2008	
9/25/1998 AI (7/1/1998) 6/20/2008 AI (7/1/2008) payable 7/18/2008	;
1/1/1999 2% CBI Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary payable 7/18/	2.5%
3/26/1999 AI (1/1/1999) 12/19/2008 AI (1/1/2009) payable 1/16/2009)
6/18/1999 AI (7/1/1999) Employees @ the last step prior to date shall receive a lump sum of 2 of their base salary payable 1/16/	to this 2.5%
6/18/1999 2% CBI 6/19/2009 No CBI	
12/31/1999 AI (1/1/2000)	
12/31/1999 2% CBI	
6/30/2000 AI (7/1/2000) 8 th step added	
6/30/2000 3.5% CBI	
12/29/2000 AI (1/1/2001) Continued on next page	
6/29/2001 AI (7/1/2001)	

	ADMINISTRATIVE & RESIDUAL			
	(P-5 Labor			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE	
6/19/2009	Only employees who received the top step bonus effective 6/20/2008 will be eligible to receive a lump sum of 2.5% of their base salary payable 7/17/2009	12/27/2013	AI (1/1/2014)	
6/19/2009	No Al Authorized	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	
1/1/2010	Only employees who received the top step bonus effective 12/19/2008 will be eligible to receive a lump sum of 2.5% of their base salary payable 1/29/2010	6/27/2014	AI (7/1/2014)	
1/1/2010	No Al Authorized	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	
6/18/2010	3.25% CBI payable 7/16/2010	7/1/2014	3% CBI	
6/18/2010	Additional (9 th) step implementation	12/26/2014	AI (1/1/2015)	
6/18/2010	AI (7/1/2010) payable 7/16/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	
6/18/2010	No top step bonus to be paid	6/26/2015	AI (7/1/2015)	
12/31/2010	AI (1/1/2011) payable 1/28/2011	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	
	No top step bonus to be paid	7/1/2015	3% CBI	
7/1/2011	3% CBI	12/25/2015	AI (1/1/2016)	
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011. Any top step bonus payment received 7/1/2011 shall be divided by 23 and this amount shall be deducted from pay in equal amounts over the next 23 pay periods	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	
2011 - 2013	No Increases			
6/28/2013	AI (7/1/2013)			
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary			
8/26/2013	3% CBI			